GRUMMAN
planenews

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The search is on for more engineers

With building going on all around us, it's not hard to see that Grumman is expanding significantly. But while high-tech hardware for these new buildings seems to be everywhere, there remains a shortage of the one most vital piece of equipment — people.

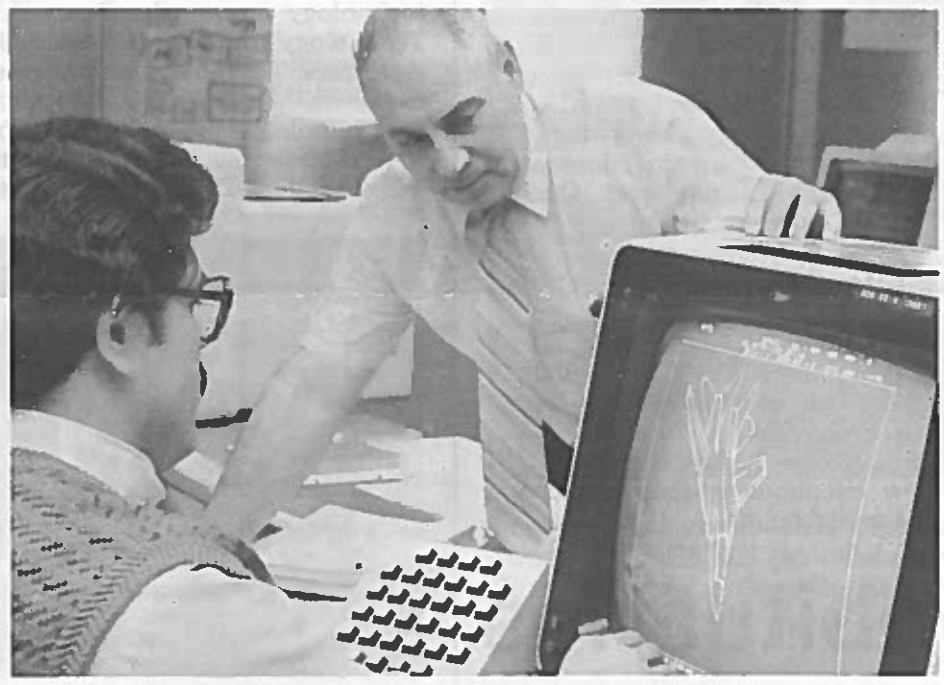
In fact, what Grumman — and the entire industry — is facing currently is a shortage of engineers. Here at Grumman, as manufacturing and research programs continue to grow, so too do the company's engineering needs. Those needs cover virtually the entire spectrum of engineering skills. "Right now, we have a large backlog of work and the potential for that backlog to continue to increase. Business is up and we need engineers to handle it," comments Norm Lewin, deputy director, Engineering.

Three factors involved

Lewin attributes the immediate need for engineers to three factors: "First, we've recently received two sizable contracts — the A-6E Upgrade and the F-14D. Both programs require significant engineering staffs to handle the design, manufacture and installation of new avionics systems, new engines and structural improvements.

"Second, we have updates and improvement efforts ongoing in almost every other program in the company, and third, is the potential new business represented by J-STARS and the Space Station programs," he explains.

The engineering skills that Grumman is looking for vary from program to program, but the needs cover the full range of disciplines. "In the vehicle design skills area, we need structural engineers for work on the composite-wing and vertical tail programs as well as for the update effort on the A-6E wing, and powerplant engineers for the engine installation. In systems engineering, we need avionics people skilled in radar, ECM computer engineering, systems and systems integration and software engineering. In fact, we need everything," says Lewin.



Filling a need. *Engineering has set up 'in-house' training courses designed to teach some of the specific engineering skills that are needed in manufacturing and development programs. Pictured above are ILS coordinator Bill Lyons (L) and CAD/CAM instructor Bill Botticello, working with a computer scope in the Plant 35 GEMs room.*

Filling the gap

One method of filling the engineer gap is the company's "new graduate" hiring program. This year Grumman will hire some 250 engineering grads, fresh out of college. Last year, the Engineering Department hired 275 college graduates.

"The new grad hiring program is one very effective method of getting new blood into our engineer pool. It's a way of infusing new technological advances into the department as well as keeping our outlook fresh," says Lewin.

Grumman recruits its engineering graduates primarily from colleges within a 200- to 300-mile radius of Long Island. "We have found from past experience that we are best able to attract and hold onto people who are already familiar with this area. We are fortunate in having some of the top engineering schools in the country close by, and we can pretty much fill our needs from them," notes Lewin.

Besides new engineering graduates, however, the company needs experienced people. Lewin says the department tries to maintain a balanced mix of new graduates and experienced engineers "to give us

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Norden to develop A-6E upgrade radar
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There is still time to apply for fellowship
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STSOC team bullish on winning
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news briefs

Vehicle division moves

Late last month, Grumman announced that it was reorganizing its vehicle division and moving the headquarters of Grumman Olson from Melville (N.Y.) to Sturgis, Michigan.

The vehicle division includes Grumman Olson, manufacturer of the aluminum truck bodies; and Grumman Emergency Products of Roanoke, Virginia, manufacturer of fire trucks and other emergency vehicles.

"The consolidation of management at operational sites will give us better lines of communication, make us more cost competitive, and result in increased operating efficiency," notes Ron Peterson, division president.

Sam Rozzi, president of Emergency Products, replaces Norm Reinertsen as president of Olson. Reinertsen is senior vice president of the vehicle division. Leonard Rothenberg, vice president of Grumman Energy Systems, replaces Rozzi as president of Emergency Products.

Bus update

On January 29, Grumman issued the following comments on the sale of Flexible buses by the New York City Metropolitan Transportation Authority (MTA):

"After leaving these buses to deteriorate for a year in an open lot without maintenance, this attempt to sell them as scrap is one more step in the MTA's program to destroy them. They must be destroyed because examination would have revealed that there was no reason for the MTA to take them out of service in the first place. This is obvious from the fact that 163 of the buses manufactured at the same time are being operated by the private bus companies on New York City streets today and some 4,000 are operating safely and reliably in 63 other cities.

New appointment

Richard Rode has been named director of Computer Aided Manufacturing (CAM) and deputy director for Manufacturing of the Grumman Engineering/Manufacturing System (GEMS).

As director of CAM, he reports to Dick Cyphers, deputy director of Bethpage Operations-Technical and is responsible for coordinating and planning all CAM activities, excluding the Manufacturing Operating Systems. He will also be the chairman of a standing committee for CAM, which is composed of representatives from all of the applicable directorates in Bethpage Operations.

As deputy director of GEMS, he reports to both the GEMS director and to Cyphers, and is primarily responsible for insuring that all GEMS outputs are in consonance with Manufacturing and Quality Control requirements.

Hello, Mugu

As of midnight on February 1, the telephone prefix for Grumman Operations at Pt. Mugu, California, has been changed from "982" to "989." The facility is putting in a new telephone system to increase the available lines.

Unit values

The following are unit values for the Grumman Employee Investment Plan (EIP) as of November 30, 1985. They are compared to the previous month's unit values.

Equity Fund
2.437 down from 2.468

Fixed Income Fund
4.032 up from 3.935

Guaranteed Income Fund
1.921 up from 1.904

Company Stock Fund
25.563 down from 28.125

obituaries

JOHN J. BAHLKE JR. of Maintenance, Plant 3, died January 7 at the age of 54. He had been with the company since 1966 and resided at 1 Forest St., Bayville, N.Y.

JOSEPH VALERIOTI of Electric Bench Assembly, Plant 6, died January 11 at the age of 38. He had been with the company since 1973 and resided at 1083 Sipp Ave., Medford, N.Y.

ALLEN DIEBEL of ILS Electronic Packaging, Plant 35, died January 14 at the age of 45. He had been with the company since 1962 and resided at 59 S. Country Rd., Bellport, N.Y.

HOWARD T. TRIPP of Production Control — Parts Control, Plant 2, died January 15 at the age of 62. He had been with the company since 1942 and resided at 16 Robert St., Babylon, N.Y.

Next edition: February 22

Setting the record straight

The recent issue of *Plane News* inadvertently failed to include the identification of U.S. Congressman Mervyn Dymally (D-California), pictured above at left. We apologize for the oversight.

To set the record straight, Representative Dymally represented the Congressional Caucus for Science and Technology. Through its technology arm — the Research Institute for Space, Science, and Technology, the caucus presented its award for "Pioneering Work in Aerospace Technology and Engineering" to the Grumman Aerospace engineers. The award was in recognition of the several state-of-the-art technologies incorporated in the X-29.

Accepting the award for Grumman was Renso Caporali, Senior Vice President-Technical Operations.

Grand opening

A ribbon-cutting ceremony was held recently in Plant 110 in Melville to celebrate the opening of that facility's new cafeteria.

On hand for the event were (L-R) Pat Gibson, counterperson; Dick Kosse, deputy director, Administrative Services; Charlie Diamant, project engineer for Facilities Engineering; Al Verderosa, vice president, Aircraft and Marine Programs; Dan Knowles, vice president, Personnel and Administration; Dick Lindstrom, director of Food Services; Bob Myers, senior vice president, Business and Resource Management; Dan O'Neill, EA-6B program vice president; Art Leach, director, Administrative Services; Tom Lackmann, president of Lackmann Food Services, the cafeteria contractor; and counterperson Joyce Bonasza.

The new facility boasts seating for approximately 130 people. The tables feature fold-down tops, enabling the room to be converted quickly into a large conference room. In addition, the condiment and cashiers' counters are mobile, and the kitchen area may be closed off by means of an accordion door. Thus, the cafeteria can stay open while a meeting is in session.

Food Services will open yet another new cafeteria sometime this summer. That facility will be in the new addition to Plant 106 in Melville, which is now under construction.

'Beating the bushes' to find more engineers

(Continued from page 1)

the best of both worlds."

In addition to the new grad hiring program, the company sponsors periodic "open houses," and participates in "job fairs" during which engineers are invited to visit the company and discuss potential employment opportunities. The open houses and job fairs are advertised heavily in local and regional newspapers in order to attract the attention of as many potential new Grumman engineers as possible.

'Beating the bushes'

Job recruitment firms, job-shoppers and contract engineers are also used to fill specific engineering personnel needs. "I've even given my card to friends, on occasion, who have told me that they know of an engineer friend who is looking for a new job. I tell them to send me a resume," quips Lewin. "We're out there beating the bushes to fill our engineering needs," he adds.

Currently there are some 3,200 people in the Engineering Department with a variety of skills and skill levels. In 1985, Lewin says he expects that figure to increase by at least 400 to 500 new engineers. "We are constantly trying to anticipate the development of engineering needs within each program and to have the necessary personnel on hand for the job. To do this we must bring in new people and offer continuous training programs for them," he points out.

In-house training

The Engineering Department has established several in-house programs designed to train both new and experienced engineers for specific program needs. "For instance," says Lewin, "one of the most successful training programs we've had was in stress engineering. Many of the new grads that we hire have educational backrounds oriented towards civil engineering. In order to give them a background in aircraft structures, we had our stress people set up a course designed to provide this training.

"The course required graded homework and exams, and it turned out to be so successful that New York State has recently agreed to give college credit for it."

The department has set up similar training courses for other engineering disciplines such as machine parts drafting and CAD/CAM scope training — computer design work using scopes.

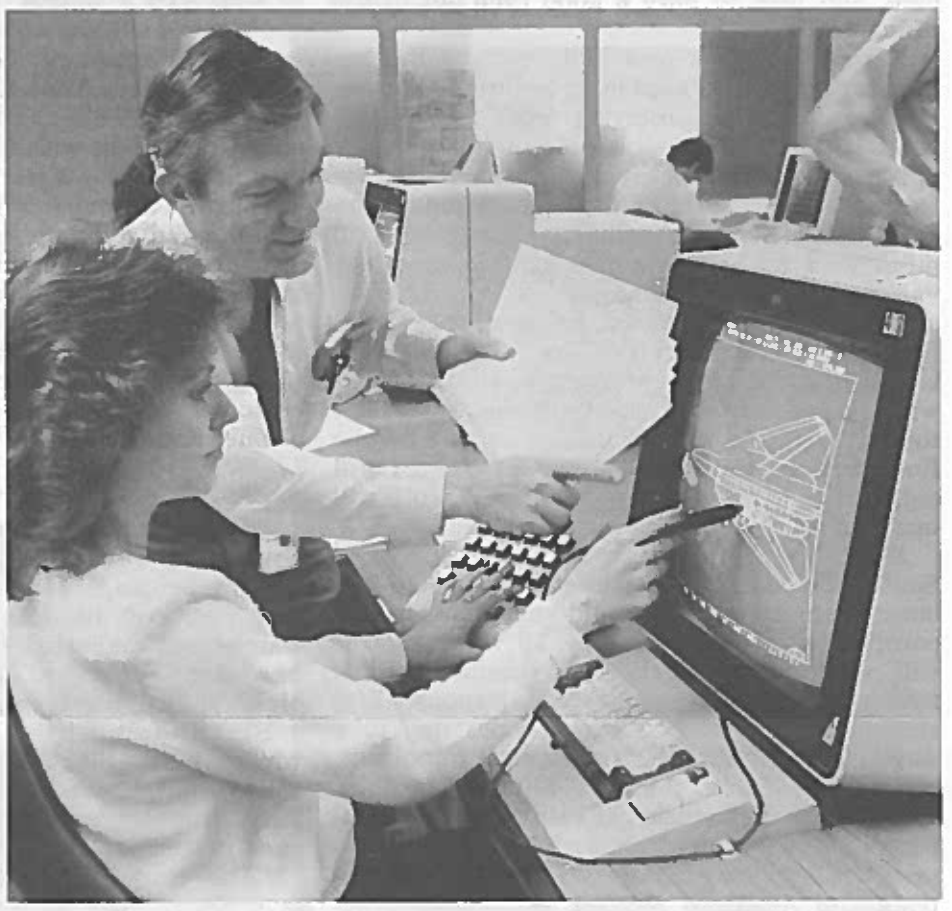
Software specialists

Lewin asserts that it is "not so much the nature of the work but rather the amount of it that is spurring the need for more engineers." He does, however, concede that at least in one area the development of new technology has given rise to more specialization. "Not too long ago all the onboard computers we saw in airplanes were analog. Today everything is digital, which means we have an increasing need for digital avionics designers and software engineers to write the programs that run these new computers."

As the technologies in the industry continue to evolve, new engineering disciplines and new work seem to spring up along the way. "Such is the nature of the business," says Lewin, "Facets of it are constantly changing and evolving but the basics of engineering remain the same. Combined with an increase in our business, this means that we are almost constantly looking for more people in the engineering world.

"The kind of engineer that we need the most is the 'generalist' — the individual with a broad background and spectrum of engineering skills who can adapt to the new advances in the field and put these skills to use on a variety of programs for us," he notes.

"We are quite confident that we will continue to be able to find the necessary manpower and specifically, the kind of people that will maintain the Engineering Department's and Grumman's exemplary record of excellence in our field."



Training pays off. *CAD/CAM instructor Bill Abramson (R), helps Sharon Tuohy, Plant 35 ILS technical coordinator, with an engineering problem. Students in the Engineering department's training program are assigned homework, and are graded and tested on the material covered in the courses.*

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Grumman awards Norden A-6 radar contract

Grumman has selected Norden Systems, Inc., of Norwalk, Connecticut, to design, develop and produce the radar system for the U.S. Navy's upgraded A-6E Intruder attack aircraft.

The company awarded Norden a five-year, multimillion-dollar contract for the full scale development of a radar that is more powerful, more reliable and jam resistant than the current A-6E radar system. Flight tests will begin after the delivery of the first complete system late in 1986. Navy requirements call for as many as 300 systems for new retrofitted A-6Es.

Norden produces the radar system used on current A-6E Intruders — and has participated in the Grumman A-6 program for more than two decades. Commenting on this most recent contract, Grumman Aerospace President George Skurla said, "We are happy to continue our long and successful relationship with Norden. The quality of Norden equipment is a key reason why the A-6 has performed superbly year after year."

The new radar will increase the range at which A-6 crews can detect, identify and track land and sea targets. It will also permit the accurate delivery of air-to-air missiles. Images appearing on radar screens in the cockpit will be enhanced for more accurate target identification.

Improving the A-6E's radar is part of an overall Grumman and Navy program to upgrade the aircraft. Other improvements include new avionics and new engines. First flight of a completely upgraded Intruder is scheduled for the spring of 1987.

Key subcontractors working with Norden are: Texas Instruments, Inc., of Dallas, Texas; and Control Data Corporation's Government Systems Division, Minneapolis, Minnesota.

Three competed

Norden, a subsidiary of United Technologies Corporation, was one of the three companies competing for the multimillion-dollar contract. Others were Hughes Aircraft Company's Radar Systems Group, Los Angeles, California; and Westinghouse Electric Corporation's Defense Group in Baltimore, Maryland.

STSOC

Llers ready to make Texas their home away from home

Texans boast that they know how to work hard, and how to have a good time out of the office, too.

Recently, a team over 100 Grummanites has been working extra hard in sprawling, boisterous Houston. They're observing work at NASA's Johnson Space Center, in order to bid for the Space Transportation System Operations Contract (STSOC). Most of the team members are Long Islanders, who willingly flew the 1,800 miles west to help win the $250 million-plus yearly contract for Grumman.

NASA issued its request for proposals (RFP) for STSOC on January 14. The Grumman team is writing most of the proposal in Houston, but will return to the Bethpage Proposal Center later this month to put the finishing touches on the final version. Deadline is April 24, NASA will announce a winner in September, and work will begin on January 1, 1986.

Like the Grumman Technical Services' Shuttle Processing Contract (SPC), STSOC is a consolidation move. It would encompass in one contract work now done by 16 vendors. This will provide many of the same benefits as SPC: strong, single-point contractor responsibility, streamlined workflows, cost savings due to a single administrative staff, and most important, support of more frequent Shuttle missions.

Grumman is now teamed with two other companies in the effort: Singer-Link, the world's premiere supplier of simulation and training systems, and American Airlines Training Corporation, a fairly young company that specializes in crew training for airlines (see accompanying story). Simulation and training are a large part of what STSOC entails.

"What we have to offer NASA is a fresh 'outsider' viewpoint combined with 'insider' expertise," says Tom Kelly, vice president and director of the STSOC team. "We'll therefore be able to come up with innovations that will also be practical and low risk."

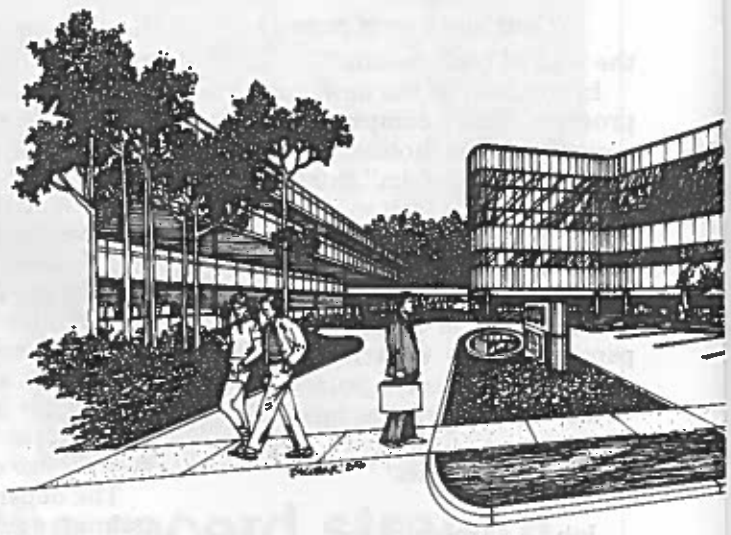
One of Grumman's strengths is its talent in avionics and software integration. Grumman has also proven itself in simulation and training — in addition to its teammates' acumen. Kelly cites as examples the myriad X-29 simulators and trainers, the Systems Integration Test Stations (SITS) used by all our aircraft programs, and customer trainers — such as the E-2C Tactics Trainer and the A-6E Weapons Systems Trainer.

'People power'

"The other big thing we have to offer is Grumman's proven record at leading and motivating people," Kelly says. "People are at the very heart of this job. They have to be well trained and dedicated to their work. Grumman has a long history of being able to maintain a highly skilled, highly motivated work force."

STSOC will be a 15-year contract, during which Shuttle flights will become more frequent and behind-the-scenes operations more routine. Whichever company wins STSOC will hire a good percentage of the present work force.

"The work is inherently interesting now," says Kelly. "But at some point in the future, much of it will become routine, and keeping people motivated will call for good management."



New home base. *This new Houston building will hou*

"Most of our Long Island people here are also very enthusiastic about staying," Kelly adds. "They're looking forward to winning the job and moving to Houston."

Kathy Sheehan is one of those Grummanites. She's been a secretary on the team since the beginning of November. Sheehan, who previously worked in Advanced Development in Plant 4, jumped at the opportunity to live in another part of the country and work on a proposal.

"This is the first time I've ever been to Houston, and I love it," she says. "I wouldn't hesitate to move here permanently. I have no ties — my family lives in Florida. That makes it easier." Among the aspects of Houston life Sheehan likes are its weather (winters are brief) the easygoing lifestyle, and abundant, reasonably priced apartments.

Sheehan has no complaints about her social life, either. "You know that study that was done, about Long Island being the worst place for single women to meet single men. . .and Houston and San Diego being the best? Well, it's true," she quips.

Singer, AATC: key players on winning team

In its bid for STSOC, Grumman will tap the resources of two companies specializing in simulation and training.

The Singer company has about 55,000 employees worldwide, and Singer-Link is one of the larger divisions. Its best known products — sewing machines — now account for only one-fourth of its total business. Another one-fourth encompasses a broad array of consumer products.

The remaining half of the company's sales are to the government. The Link division — originally Link Aviation — became part of the Singer family in the 1968. It built some space-flight simulation equipment for NASA's Gemini program, and virtually all the simulators for Apollo, LM, Spacelab, Skylab, and the Space Shuttle.

Singer-Link is what's known as an incumbent contractor — it has the operations and maintenance contract for the Shuttle Mission Simulator. "Maintenance" isn't cleaning and polishing, but rather, keeping the simulator current with the shuttle and conducting training operations for NASA on a round-the-clock schedule. There are approximately 700 Singer-Link employees working at JSC.

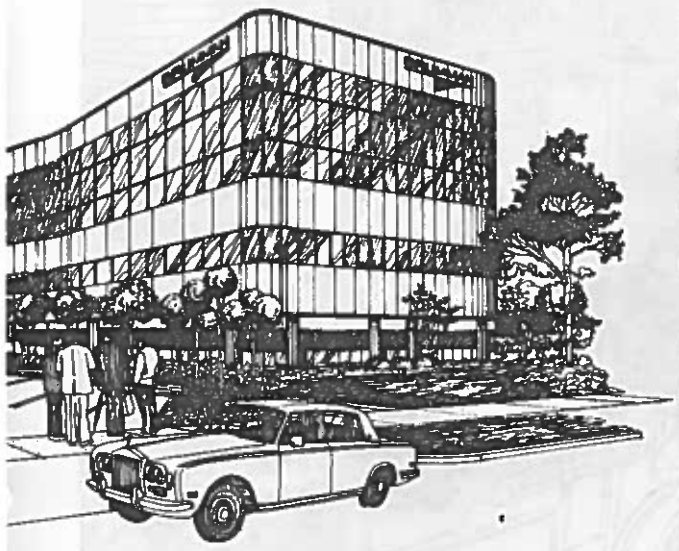
"NASA's looking for a new approach," John Nist, its STSOC director, says of his company's rationale for teaming with Grumman. "In my opinion, they want a big company with a brand-new look at the situation. We were subcontractors to Grumman before, and we had a good working relationship with them. Plus, Grumman has had a good reputation on the projects it's worked on at JSC."

American Airlines Training Corporation is a Dallas-based subsidiary of the giant air carrier. It was formed in 1978 to market airline training methods and numbers among its clients other airlines, the U.S. Air Force, and an assortment of firms that own corporate jets. It utilizes a broad array of advanced simulation systems, and in 1983, passed one million hours in simulation training.

"What we'll be doing here is helping NASA realign their training systems to be more like those of commercial methods," says Tim Dewhirst, STSOC project manager for AATC.

In Dewhirst's view, NASA has done a good job in its training, but in many aspects, it's taken the most difficult and expensive routes. That's partly because NASA has taken an engineering approach to training, as opposed to operational — where costs and efficiencies are important. The former approach works well in a research-and-development situation, but NASA now aims to make Shuttle flights a routine operation.

The AATC and Singer-Link people on the team work alongside the Grummanites in Houston. Dewhirst is confident of winning. "The key is writing a good proposal. Part of what NASA is looking for is change and innovation — and I think we're the team that offers that most," he says.



Grummanites working there on space contracts.

Bob Blaue, who works on Configuration/Data Management for the team, arrived in August. He's both a recent hire and a former Grummanite, having worked for Grumman until 1973 at Kennedy Space Center in Florida.

Blaue is enthusiastic about his new job for two reasons: working on a space program again, and becoming a Grummanite again. "I missed Grumman during the interim," he comments. "I worked for four other companies and no one was like Grumman. I like its management approach, and the professionalism of the people. It's a people-oriented company, and in today's business, that's a key ingredient."

That Grumman spirit

Joe Gorman was also enthusiastic about working on a space project. He is one of the Grumman Data Systems people on the team, and is reviewing all the computer operating systems encompassed by STSOC. Gorman, who lived most of his life in Brooklyn and Long Island, has really liked the change of scenery.

"We have a great group here — everything is a team effort," he remarks. "Without that spirit, it'd be a hell of a job. You need camaraderie to work that hard, that closely together."

He's found Houstonians to be very open and friendly upon meeting new people. "It's a whole different attitude than you'd find in New York," he says. Gorman's also amazed at the number of non-natives he's met. "Everywhere there are transplants. It's really interesting, since you can meet people from all over the country."

"I'm having a ball doing what I'm doing," declares George Albright, an information resources specialist from Plant 105. He enjoys himself despite working seven days a week. Being around NASA makes it all worthwhile for Albright, who was once mission operations director for the Orbiting Astronomical Observatory at Goddard Space Flight Center.

Albright is helping to install an internal management information system for STSOC to handle such vital tasks as payroll, accounts payable, accounts receivable, and many others. "We can build an actual organization through the proposal we make," he says. "There are certain things that have to be spelled out in the proposal. They must be running perfectly on Day One, and Payroll is one of them."

Indeed, information is the key to a winning proposal, and the team has set up a library, which includes a computer-indexed array of over 2,000 NASA documents. There is also a computer facility that can access NASA systems across the street, and is linked by satellite to an IBM mainframe in Bethpage.

"The link gives us the capability to access data for the proposal — or any other resource from Bethpage, for that matter," says Len Adler, management information systems director on the team. His group also tests new software packages for applicability to STSOC.

Seeing what it's all about

Regina Janda is another GDS person on the STSOC team, and she is its resident expert on personal computers. Her reason for going to Houston was simple. "I wanted to work on a proposal — to see what it's all about," she comments. "You get exposed to a greater variety of people and applications."

Janda, who was born in Czechoslovakia but spent most of her life in New York City, felt no nervousness about venturing to a new city — other than that one might experience when starting a new job. She is amenable to the prospect of moving to Houston permanently. She likes its climate, its economic conditions, the lower cost of living, and the overall lack of congestion.

If she moves there, Janda might take a few courses to meet people. "It's hard to get to know the local people because I've been spending so much time with the team people," she comments.

Down to the wire. *Clockwise, Kathy Sheehan edits a report; Regina Janda and Derek Descovich try out software packages; Paul Hinton of the Bethpage Proposal Center and STSOC Team Deputy Director Dave Lange give team some pointers on proposal writing.*

Kathy Kaigler is one of a handful of local Houstonians hired on to the STSOC team. Officially, she is an administrative secretary. Unofficially, she calls herself the office "mom."

Kaigler formerly worked at Grumman Houston for three and one-half years. She quit when her husband was relocated, but was hired onto the STSOC team when the family moved back in '84.

Kaigler says she's put in 12-hour days six days a week, and her family jokes about not recognizing her when she arrives home. "The work needs to be done and I know I'm supporting the team by doing it," she declares. "The people make it all worthwhile. . .I really enjoy coming to work. The group of leaders here are fantastic. I also feel I've really learned a lot on the job."

Kaigler has greatly enjoyed the camaraderie. The group has held weekly get-togethers at local restaurants or people's homes, called "SOSs" (STSOC Observation Socials). In addition, there's even a STSOC bowling team that meets after each SOS.

Testimony to Grumman's seriousness about winning and overall commitment to space programs is the new, four-story building under construction. The new building, adjacent to JSC, will be complete in November and will house STSOC people as well as Grummanites working on the Space Station and other contracts.

"The new Grumman building will reestablish our presence with NASA at JSC," says Southwest Regional Director Jack Buxton. Grumman has also been advertising extensively, in newspapers, radio, and billboards.

In Tom Kelly's view, the observation period has been highly successful. Since May team members have attended over 500 meetings with NASA personnel. Kelly says the NASA has been very helpful in providing information to the team — and, for that matter, to the other teams in town.

Some Shuttle program milestones have occurred while the team has been in town, too. "While we've been here, we've seen NASA advance to a one-a-month Shuttle flight rate," Kelly muses. "We've seen what they had to do to make that possible. Even more interesting was what happened when there was a postponement and cancellation" (flight 41D, scheduled for this past summer).

Also bidding on STSOC will be Rockwell, teamed with Bendix and Systems Development Corporation; Ford Aerospace, teamed with McDonnell Douglas, IBM, and Computer Sciences Corp.; and Lockheed. But the team has high hopes. "We're up against some very tough competition, but I'm confident that our team will come out on top," Kelly sums up.

Safe driving — it's a two way street

With the arrival of winter ice and snow, as well as the construction now taking place at Bethpage, the Plant Protection Department is reminding Grummanites of the need for safe, courteous driving.

Fifteen thousand vehicles enter and leave the complex each day — primarily from 6 to 8:30 a.m. and 3:30 to 5 p.m. With these traffic conditions, it makes doubly good sense to pay attention to the maxims of careful driving. And the rules apply both within and outside Grumman gates.

The fact that the Security department hasn't received very many complaints from the local community about Grummanites' driving habits indicates that the work force by and large consists of safe drivers.

However, "people get inside the gate and they forget about the rules," says Frank Sticco, captain of Plant Protection. Sticco notes that additional "Stop" and "25 m.p.h." signs are being posted around Grumman's Bethpage facilities, and the Grumman Plant Protection force has more guards more zealously issuing tickets for improper parking. If someone gets three of these, the plant manager is notified. "At that point, we expect some action to be taken," Sticco comments.

Bob Wilson, manager, Corporate Security and Plant Protection, adds that newly completed multi-lane roads require extra caution. "People have to realize that the new roads aren't superhighways," he says. "We've actually seen people passing other cars. This isn't allowed . . . There's a very good reason for the speed limit being 25 m.p.h. inside the gates. In a lot of places, there's very little room for error, and exceeding that limit is very dangerous."

Wilson notes that the recently adopted New York seat belt law applies within Grumman gates. "The company endorses the new law and supports it," he declares.

Here are a few safe driving tips to follow wherever you go.

- By allowing sufficient time for the commute to work, you'll be less tempted to violate local speed limits.
- Slow down to 10 m.p.h. — the posted limit — at the entrance gate, and always have your badge ready. You'll notice new signs asking you to dim your headlights. That's to protect guards from glare — especially at night.
- Drive slowly and cautiously during inclement weather. Never tailgate — but especially don't do so when the road is slick or icy.
- Don't park where you're not permitted. Everyone is affected by the squeeze on parking during the recent construction. That doesn't give you the privilege of parking, say, in a space reserved for the handicapped or in a fire lane.
- Allow pedestrians to cross roads at designated crosswalks. Likewise, pedestrians should not jaywalk.
- Never leave your vehicle overnight during a snow emergency. If you cannot start it, call Security and someone will arrive shortly to help you get it started or tow it to a service station.

Regarding the latter, Sticco says there are now about 10 abandoned vehicles on Grumman property. "People have been leaving their vehicles in the parking fields with the license plates removed, until they are repaired, sold, or junked," he laments. "Anyone who owns such a vehicle will be notified to remove it."

It isn't really this bad, but. *Courteous — and safe — driving inside and outside the Grumman gates is contagious. Plant Protection urges all Grummanites to heed the traffic signs on Grumman property.*

Retirees

On behalf of our fellow workers, PLANE NEWS salutes the following Grummanites for their contributions to the company and wishes them well in their retirement. Those who have recently retired are:

Glenn R. Bradley (6), George W. Cain (6), Edwin J. Cartoski (7), Theodoret L. Cilento (30), Virgil Clerico (77), Joseph T. Fontana (43), Magdalena Gorski (2), Rose Jaret (1), James M. Kenny (5), Margaret M. Lamberti (2), Robert P. Jessup (111), Gaetano Scalia (2), Harry R. Schiavone (37), Robert A. Simmons (44), James Coley (66), Harley G. Spinks (7), George Vaiana (2), Paul H. Albers Jr., (25), Walter C. Berndt (4), Sylvia M. Alpaugh (77), Ruth F. Thacker (77), Owen N. Carr (5), Constantine Spanopoulos (5).

Personals

We wish to express our deepest gratitude to all our friends and co-workers for their support during the recent loss of our father. Your expressions of sympathy are deeply appreciated and will always be remembered. **Dick and Jack Combs**

We wish to express our sincere thanks and appreciation to all our friends and co-workers for their kind expressions of sympathy during the recent loss of our grandson Matthew Giles. **Donald and Marilyn Lang**

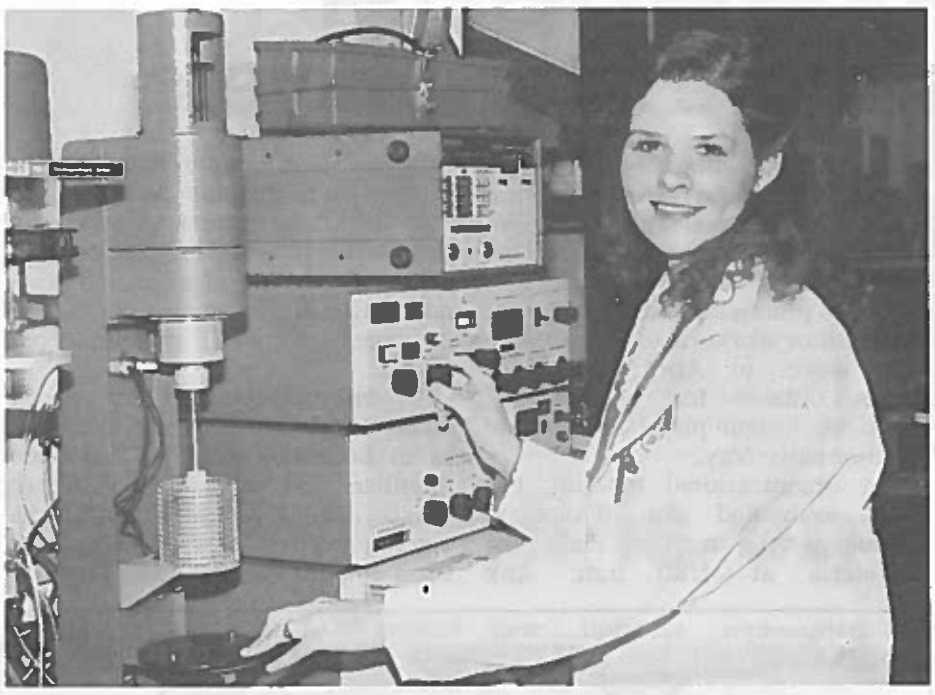
The family of Christina Webster wish to express its gratitude for the many expressions of sympathy received on the loss of our mother and grandmother. Your love and concern was deeply appreciated. **Mary Roy, David Webster and Robert Roy**

Blood donors honored

Grummanites David Doucette (L) and David McGuiness-Seward (R) were the lucky winners in a recent drawing sponsored by the Grumman Blood Program.

Vice President-Aircraft and Marine Programs Al Verderosa (C) presented Doucette and McGuiness-Seward with $50 gift certificates to the Linden Tree Restaurant. Verderosa is chairman of the '85 Grumman Blood Program.

Both men work in Grumman Headquarters. Doucette is from the Systems Support Department at Grumman Data Systems and McGuiness-Seward is from Aerospace's Career Education Department. They both donated blood in the January 16-17 drive held at Headquarters.



A well-rounded education. *Suzanne Wenz has had a variety of assignments throughout the company while she's been a Masters Fellow. The Quality Control chemist has worked in Research, Non-Destructive Testing, and, currently, Materials Engineering.*

Engineering whiz. *Mike Glatman is presently working in Structural Design for Plant 25's Advanced Composites group — a specialty he hopes to return to upon completion of his studies. He will receive his masters from Columbia in May.*

Fellowship office seeks science superstars

Grumman is now engaged in a talent search. Its goal: finding Grummanites who want to obtain their masters degrees in scientific fields, and at the same time, broaden their on-the-job experience.

Interested? Apply for Grumman's Science and Engineering Masters Fellowship, which is available for the academic year beginning this fall. The deadline for applications is Friday, March 1.

"The thrust of the Fellowship program is to give those with scientific talent financial assistance in obtaining a masters in a field related to the company's business," says Paul Sluiter, the program's administrator. "It also gives people an opportunity to broaden their technical horizons and get a better picture of how the company operates as a whole."

To be eligible, the Grummanite must meet the following criteria:

- Complete at least two cumulative years of employment with the company at the start of the Fellowship period.
- Hold a bachelors in aeronautical, mechanical, electrical, civil, or industrial engineering; physics; math; materials sciences; or computer sciences.
- Demonstrate a capability for creative work at Grumman.
- Meet the entrance requirements to matriculate at a technological graduate school program.

During his or her studies, the Fellow must work at least 24 hours a week at Grumman during the regular term and 40 per week during the summer. They also rotate about once every six months to a variety of assignments (usually a person will complete four).

Taking the required course load of one-half the full-time semester hours, a Fellow should finish within two years.

Fellows are paid for all hours worked, and receive full tuition, books for courses taken, fees and a yearly stipend of $1,800 to compensate for time off for school. They are considered full time employees for the duration, and are thus eligible for all company benefits.

The only way to go

Mike Glatman is a former Grumman scholar who will complete his Fellowship studies this May. Glatman, who holds a bachelors in Mechanical Engineering from University of Rochester, is attending Columbia University for a masters in Engineering Mechanics.

Glatman was recently rotated back to his "home" area, Structural Design, an area he would like to return to permanently once his studies are over. He's now working on the Advanced Composites program in Plant 25.

"I depended on this Fellowship to study for my masters," he attests. He explains that the time required by his studies, plus the commute to and from the Columbia campus in upper Manhattan, precluded working full time *and* taking nine credit hours a semester. The only other option would be to go part time, which he estimates would have taken him twice as long.

In addition to his present stint in Advanced Composites, Glatman has spent time working in Liaison Engineering and Manufacturing Engineering, and his next assignment will be in Structural Analysis. "You get to make a lot of new contacts this way, and later on, it helps because you'll be dealing with them on projects," he says.

Continuous education

Fellowship winner Suzanne Wenz expects to receive her masters in Polymer Science and Engineering from PINY this May. This will be Wenz's *second* masters degree — she also holds an M.B.A. from Adelphi University. Wenz did her undergraduate work at Manhattan College as a Grumman Scholar, and holds a bachelors in chemistry from that school.

"I would never have been able to complete this degree in two years if it hadn't been for the Fellowship program," says Wenz, who was a chemist in Quality Control before becoming a Fellow. "The program I am in is very rigorous, and you have to devote quite a bit of your time to studying. . .if I had to work full time and go to school at night, I'd only be able to take one course at a time."

Another benefit Wenz sees is that often, degree requirements change. This is more likely to affect the long-term, part time student than a person who is finishing in two years.

Wenz especially likes the rotating assignments, called "tours," that Fellows receive. She has worked in Non-Destructive Testing, Research, and Materials Engineering during her Fellowship. "You get to work for several different groups during a Fellowship. That way, you get a better picture of how various parts of the company operate. And when you finish your studies, you're better able to interface with different departments." She also says the varied assignments have helped her prepare her Masters thesis, and says she's grateful for the support Grummanites in the three tour areas have provided.

Wenz says the Fellowship program beats going to school full-time, too. "As a working Grummanite, you have resources available that the full-time student doesn't. . . There are some really sharp people that work for Grumman," she remarks. "And the instrumentation and equipment that Grumman has is superior to what you'd find in an academic setting."

Applications may be obtained from the Fellowship office in Plant 35. The application and an undergraduate transcript must be forwarded to this office no later than March 1. A Fellowship Recommendation Committee will select the most outstanding applicants and finalists will be interviewed on or about March 15. Those applicants not selected will receive a letter around the same date. Fellows will be notified of their selection by March 31.

For more information about the program, contact Paul Sluiter at Ext. (111) 56173.

Women's varsity needs more star players

It may be cold outside, but the time of year is fast approaching when you will be asked to sharpen your spikes and oil your gloves. Spring is just around the corner — and that means softball.

The Grumman women's varsity softball team is already preparing for another winning season. The squad is looking for a few good rookies to add to its roster of veteran diamond stars. "This will be a rebuilding year for the team," says varsity manager Al Grillo. "We are looking for several new players to supplement the returning members. The way we see it, all positions are up for grabs. The competition will make us an even stronger team."

Grillo points out that the team has a rich history as a perennial powerhouse team in the Long Island softball community. "Six years ago, a program was started to take what was then a last place women's softball team and turn it into the best 'Industrial' team on Long Island."

Since that time, Grumman's women's varsity team has finished ahead of the competition consistently. The squad won first place in both the Long Island Industrial League and the Long Island Metro Industrial Tournament in 1980 and 1981, and finished second in the WESCO Open League in 1982 and 1983.

In 1984, the team captured first place in the WESCO league, third in the Nassau League, and first again for the fifth year in-a-row in the Metro Tournament. In addition, over the last six years the varsity has placed in the top 20 at the National Industrial Championship Tournament.

Linda Schrage, a camera person in the Plant 15 Camera Graphics Department and a nine-year veteran of the women's varsity squad, says "playing on the team is a real passion of mine. It's a lot of hard work and a lot of your personal time, but it's more than worth it. The fun we have and the camaraderie that we share is just great. The trip to the National tournament is very exciting — like a mini-vacation.

"I would recommend to any woman in the company who likes softball and competition to give it a try. At the tryouts, who knows, we might just find some hidden talent — maybe even a new superstar."

Team practices start in March, with indoor workouts once or twice each week. In April, the team moves outside for twice-a-week practices. League play begins in late April or early May.

An organizational meeting has been scheduled for Thursday, February 21 in the Plant 15 buffeteria at 4:30 p.m. Any full-time Grumman female who is interested in playing is invited to attend. Those interested who can not attend the meeting, can contact manager Grillo at Ext. 52856, coach Ken Kretschman, Ext. 58933 or coach Karen Parrinello, Ext. 54461.

Tryouts will be held this year at Great River and Calverton, as well as in Bethpage. Coaches and team members will visit several different plants during lunch hours in the coming weeks to talk about the team and answer any questions.

Nite Owls begin raquetball league

Night-shift Grummanites who are looking for a little afternoon exercise are invited to join the newly formed Night Owls Racquetball League. Games will be played on Tuesday afternoons from 1 p.m. to 2 p.m. at Unique Racquet on the corner of Rt. 106 and Central Avenue, Bethpage.

Beginning players are welcome as are experienced four-wallers. Competition begins February 5 and runs 12 weeks through April 30. For further information, contact Mike Sandkuhl after 3 p.m. at Ext. 51810.

Top of the links. *In a playoff between the winners of the Stuart Operations Thursday and Friday Night Golf Leagues, Joe Kiely (L) and Doug Funk (R) teamed up to win the overall Stuart golf title. On hand to present the trophy was Bob Watkins, Vice President and General Manager of Stuart Operations.*

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